

EMPLOYMENT CONTRACT

between the

LODI BOARD OF EDUCATION

and the

SCHOOL ATTENDANCE COUNSELOR

2012-2013, 2013-2014, and 2014-2015

# **EMPLOYMENT CONTRACT**

**Between the**

**LODI BOARD OF EDUCATION**

**and**

**SCHOOL ATTENDANCE COUNSELOR**

**THIS AGREEMENT**, dated this 1<sup>st</sup> day of July 2012 by and between the **LODI BOARD OF EDUCATION**, located at Main and Hunter Streets, in the Borough of Lodi, County of Bergen, and State of New Jersey (hereinafter referred to as the "Board"), and **BRUCE T. MASOPUST**, the school district's Attendance Counselor.

The following Articles of negotiation have been mutually agreed upon by the **LODI BOARD OF EDUCATION**, Lodi, New Jersey, and **BRUCE T. MASOPUST**, the school district's Attendance Counselor:

## **ARTICLE I LENGTH OF AGREEMENT**

Said Agreement shall be a three (3) year Contract between the Board and Bruce T. Masopust commencing July 1, 2012 and ending June 30, 2015.

## **ARTICLE II JOB DESCRIPTION**

A complete job description shall be included as part of this contract and shall include duties to be performed, a normal working hours schedule, and an after working hours schedule. (See attached).

## **ARTICLE III SALARY**

Annual salary increases shall be as follows:

<b><u>2012-2013</u></b>	<b><u>2013-2014</u></b>	<b><u>2014-2015</u></b>
\$ 70,021	\$ 71,421	\$ 72,849

## **ARTICLE IV LONGEVITY**

In addition to his salary, the employee shall receive the following:

1. An additional \$1,600 for longevity shall be received in September following the employee's 14th year anniversary date.
2. An additional \$1,600 for longevity shall be received in September following the employee's 17th year anniversary date.
3. An additional \$1,600 for longevity shall be received in September following the employee's 20th year anniversary date.

## **ARTICLE XX SICK LEAVE**

### **A. ACCUMULATIVE**

Employees with one (1) or more years of employment shall be entitled to fifteen (15) sick days at the beginning of each Contract year without loss of pay. Employees with less than one (1) year shall be entitled to one and one-quarter (1¼) sick leave days, with pay, for each month of employment. Unused sick leave days shall be accumulated from year to year.

### **B. NON-ACCUMULATIVE**

Any employee steadily employed who is absent from his/her post of duty as a result of personal injury caused by an accident arising out of and in the course of his/her employment, shall be paid full salary for the period of such absence for up to one (1) calendar year without having such absence charged to the annual sick leave or the accumulated sick leave. Salary payments made pursuant hereto shall be made for absence during the waiting period and during the period the employee received or was eligible to receive temporary disability benefits under workmen's compensation law. Any amount of salary so paid to the employee shall be reduced by the amount of any workmen's compensation award made for temporary disability (N.J.S.A. 18A:30-2.1).

### **C. NOTIFICATION OF ACCUMULATION**

Employees shall be given a written accounting of accumulated sick leave days no later than December 1 of each school year.

#### **D. SICK LEAVE REIMBURSEMENT**

Upon retirement of an employee, the Lodi Board of Education shall pay said employee for all unused sick days at the then per diem rate of said employee's salary at the time of retirement. Any employee who retires after July 1, 2012 shall receive a maximum of 60 days reimbursement. Per diem is defined as 1/200<sup>th</sup> of annual salary at the time of retirement. Reimbursement of accumulated sick leave in accordance with this article shall not exceed \$ 15,000.00. Employees who are employed by the Lodi School District for a period of less than 25 years shall not be entitled to reimbursement of any sick days. Said monies due to a retiring employee may be paid by the Board Secretary/Business Administrator in the month of July following the employee's retirement.

#### **ARTICLE V PERSONAL DAYS**

The attendance counselor shall be granted two (2) personal days per year.

#### **ARTICLE VI FUNERAL DAYS**

Up to four (4) days at any one time in the event of death of any employee's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, grandmother, grandfather, stepchild, stepmother, stepfather, stepbrother, stepsister, alternative lifestyle partner, or any other member of the immediate household. One (1) funeral day will be granted for aunt, uncle, and grandparents-in-law. In the event of the death of an employee or student in the Lodi School District, the principal or immediate superior of said employee or student shall grant to an appropriate number of employees sufficient time off to attend the funeral at the discretion of the Superintendent.

The parties agree in principle that those days defined as funeral days shall be granted only on those days when school is in session.

Funeral days shall be granted on work days only, and further shall be granted as follows:

- a) Two days prior to the funeral
- b) The day of the funeral
- c) The fourth funeral day will be a floating day to be taken at the discretion of the employee, up to thirty (30) days after the funeral.



**ARTICLE VII  
HEALTH INSURANCE COVERAGE**

1. Carriers

Pursuant to the law, the Board may elect to change the medical insurance carrier of the health benefits program only if said change provides a plan and coverage which is equal to or better than the current plan in effect during the 2011-2012 year, and in no way diminishes or reduces the current level of health insurance protection so long as the Board obtains it's health insurance coverage from a private carrier.

The Board shall reserve the right to provide hospitalization, major medical, and prescription through the New Jersey State Health Benefits Program.

**ARTICLE VIII  
TRANSPORTATION ALLOTMENT**

An annual transportation allotment will be paid to the Attendance Counselor for reimbursement of the use of his/her personal vehicle as follows:

<u>2012-2013</u>	<u>2013-2014</u>	<u>2014-2015</u>
\$1,600	\$1,600	\$1,600

**ARTICLE IX  
MISCELLANEOUS**

In the event the Attendance Counselor is called in to work on days that school is not in session he shall receive time-for-time compensation. Said compensation is not to exceed the number of days approved by the Superintendent of Schools. Said time must be used during the then current school year and shall not be accumulative. The Attendance Counselor must request permission from the Superintendent of Schools to use any accumulative time.

**IN WITNESS WHEREOF**, the parties hereto have set their hands and seals, the day and year first above written.

**SCHOOL ATTENDANCE COUNSELOR**

BY: Bruce Masopust  
Bruce Masopust

5/25/12

Dated

**LODI BOARD OF EDUCATION**

BY: Joseph Licata  
Joseph Licata, President

BY: Frank Quatrone  
Frank Quatrone  
Superintendent of Schools

page 4 of 4 plus cover